



2025 Law School Career Services Survey

SURVEY DUE DATE:

June
6
2025

Questions?

Contact NALP's research team at research@nalp.org.

As always, your data are completely confidential. No information about your organization specifically or that could be attributed to your organization will be published.

ABOUT THE SURVEY

This survey collects information that is the basis for the *only* national benchmarking report on career services salaries and staffing levels. The value of this biennial report and amount of information it contains depends on your law school's participation in the survey. The full report will be available later this year on a password-protected page on NALP's website. Members will be notified when it is published.

Information should reflect status as of May 1, 2025, or the 2024-2025 academic year, as appropriate. All information submitted will remain confidential and no analyses that would reveal the identity of an individual law school will be published.

Note that for purposes of this survey, the term "career services office" or "CSO" is used to refer to the office that houses career services. Your office may have a different name.

Please enter your school code (provided in the transmittal email) where requested below. The code will be used only to assist NALP in following up with non-respondents. The location and size information requested will be used to group schools for analysis.

Thank you for your participation!

HOW TO COMPLETE THE SURVEY

Complete the survey online at: https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_6Qew5xMMZ1vELVs.

This PDF has been made available to assist in compiling your figures; however, all data must be submitted directly via the online survey.

I. GENERAL LAW SCHOOL AND OFFICE CHARACTERISTICS

School Code: _____

1. Law School Type:

Private (affiliated with a private college/university or a free-standing school)

Public (affiliated with a state college or university)

2. City and State:

3. Fall 2024 JD enrollment (all classes):

JD Full-time/day students

JD Part-time/evening students

Fall 2024 LLM enrollment

4. What is the formal name of your career services office? (e.g., Office of Career Services):

II. STAFFING AND SALARIES

5. Please provide information on the number of staff — professional, support, and temporary — in your career services office as of May 1, 2025, unless otherwise specified.

Professional staff include those with day-to-day responsibility for career services activities. This count should not include assistant or associate deans who have only oversight responsibilities, and not daily participation in career services. Support staff include administrative assistants, secretaries, receptionists, and clerical staff.

If a staff person works full-time, but not all of that time is dedicated to the CSO, please report the individual in the full-time column, but report a fraction based on the division of time. For example, if a staff member spends half of their time in the CSO and half in another office with the law school, count 0.5 in the full-time column. All part-time staff and student assistants should be reported in terms of the total number of staff or students, not FTEs. For example, if your office has two part-time professional staff that each work 20 hours per week, report “2” in the part-time column.

	Full-time	Part-time
Professional — regular payroll		
Support Staff		
Student Assistants		
Fall 2024		
Spring 2025		
Summer 2025 (anticipated)		

6. Of the part-time professional staff reported in Question 5, how many are part-time counselors or advisors?

If your office does not have any part-time counselors or advisors, please enter “0” (zero).

7. Does your office have a staff position whose duties primarily encompass employer outreach?

Yes No

If yes, how many FTE’s? _____

8. Does your office have a staff position whose duties primarily encompass alumni counseling?

Yes No

If yes, how many FTE’s? _____



9. Choose the response that best describes how responsibility for judicial clerkship advising is structured at your school:

One person in the CSO has primary responsibility for clerkship advising (please provide that person's title): _____

Responsibility for clerkship advising is divided among multiple CSO staff.

Independent of CSO (e.g., faculty committee).

Other (specify): _____

10. If your school has LLM students, who provides LLM counseling? [check all that apply]

Designated CSO staff

Any available CSO counselor/staff

LLM office/program staff person

Other, e.g., faculty (specify): _____

11. Who provides public interest/government counseling? [check all that apply]

Designated CSO staff

Any available CSO counselor/staff

Staff in separate public interest office

Other (specify): _____

12. Does your law school offer any additional (non-LLM) master's degrees, e.g., a one-year master's degree in law or legal studies (MLS)?

Yes No

If yes, who provides career services to these students? [check all that apply]

Designated CSO staff

Any available CSO counselor/staff

Another office in the law school, e.g., the MLS program

Career center outside of the law school

Other (specify): _____

13. Please provide the information requested in the grid on page 5 for each full-time professional staff member in your office, as of May 1, 2025.

Start with the primary professional, that is the person with day-to-day responsibilities for office operations (typically the associate dean, assistant dean, or director.) Then list additional full-time professional staff in rank order by title. If your office has two (or more) professionals at an equivalent rank, for example, an associate director for employer outreach and an associate director for recruiting, complete information for one and then use the next line for the second staff person.

Note that full-time refers to each individual’s job as a whole, even if not all time is spent on career services activities. So individuals (if any) who work full-time but split time between your office and another should be reported as full-time here. If a position is vacant but hiring is authorized, please provide the title, the expected salary, and indicate that the position is vacant.

Please provide full titles, e.g. Director of Career Services and Professional Development.

Years in field refers to years as a legal career professional with either a legal employer, a law school, or as a private career coach. Do not include time spent as a practicing lawyer, or in related positions (e.g., search firm/head hunter, curriculum development, undergrad or other career services or recruiting, human resources).

General anticompetitive concerns regarding information exchanges have been carefully addressed in the design of this survey. Although the Sherman Act forbids agreement between two or more entities that would result in restraint of trade, both the Federal Trade Commission (FTC) and the courts have recognized that the need of competitors to have benchmark information is legitimate. NALP undertakes every precaution to ensure that this survey and the resulting report are lawful under the Sherman Act.

QUESTION 13. EXAMPLE

Professional	Full title	JD? (Y or N)	Other advanced degree completed	Salary	# of Years in Current Position	# of Years, if any, with current employer but in a different job (or jobs)	# of Years in Legal Careers Field (both school and employer experience)	Experience as a practicing attorney? (Y or N)	Experience in related positions? (search firm/head hunter, curriculum development, undergrad or other career services or recruiting, or human resources) (Y or N)
1	Assistant Dean for Career Services	Y		\$110,000	5		10	N	Y
2	Director of Career Services	Y	MBA	\$95,000	4		4	Y	
3	Associate Director for Employer Outreach	Y		\$80,000	5		5	Y	
4	Associate Director for Recruiting	N	MSW	\$78,000	3		3	N	
5	Assistant Director/Private Sector Advising	N		\$70,000	1		1	N	N
6	Assistant Director/Public Sector Advising	Y		\$70,000	1		1	Y	
7	Counselor/Advisor	Y		\$60,000	3	2	7	Y	
8	Recruiting Coordinator	N		\$55,000	1		1	N	



FILL OUT THIS TABLE WITH YOUR DATA:

Professional	Full title	JD? (Y or N)	Other advanced degree completed	Salary	# of Years in current position	# of Years, if any, with current employer but in a different job (or jobs)	# of Years in Legal Careers Field <i>(both school and employer experience)</i>	Experience as a practicing attorney? (Y or N)	Experience in related positions? <i>(search firm/head hunter, curriculum development, undergrad or other career services or recruiting, or human resources)</i> (Y or N)
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									

For Review Purposes Only

Which professional above has primary responsibility for graduate employment data collection, documentation, and reporting?

Report by number, e.g., Professional #5. _____



14. To whom does the primary professional directly report?

Directly to the Law School Dean

To a law school Associate or Assistant Dean

To other law school administrator (specify) _____

Other (specify) _____

III. RECENT CHANGES IN OPERATIONS

15. For each of the following changes, please indicate whether or not your office has experienced the change since the 2023 survey, and if so, whether the change was temporary.

15a. Position(s) in the office eliminated

No

Yes, (specify position(s)) _____

If yes, change was temporary or is expected to be temporary

15b. Position(s) in the office added

No

Yes, (specify position(s)) _____

If yes, change was temporary or is expected to be temporary

15c. Office budget reduced

No

Yes

If yes, change was temporary or is expected to be temporary

15d. Office budget increased

No

Yes

If yes, change was temporary or is expected to be temporary



15e. Staff furloughs

No

Yes

If yes, change was temporary or is expected to be temporary

15f. Responsibilities/duties have been added to the CSO's portfolio (either previously existing or newly created programs/initiatives)

No

Yes, (specify addition(s)) _____

If yes, change was temporary or is expected to be temporary

15g. Responsibilities/duties have been removed from the CSO's portfolio

No

Yes, (specify removal(s)) _____

If yes, change was temporary or is expected to be temporary

15h. Initiated or increased programming related to student mental or physical well-being

No

Yes

If yes, change was temporary or is expected to be temporary

15i. Initiated or increased programming related to student professional development

No

Yes

If yes, change was temporary or is expected to be temporary

15j. Travel authority/budget reduced or eliminated

No

Yes

If yes, change was temporary or is expected to be temporary



15k. Travel authority/budget increased

No

Yes

If yes, change was temporary or is expected to be temporary

15l. Decrease in funds for staff professional development/conferences

No

Yes

If yes, change was temporary or is expected to be temporary

15m. Increase in funds for staff professional development/conferences

No

Yes

If yes, change was temporary or is expected to be temporary

15n. Other

No

Yes, (specify) _____

If yes, change was temporary or is expected to be temporary

16. The following questions concern hybrid and remote work policies for your career services office.

16a. What format best describes your CSO's current work environment?

100% on-site/in-person

Hybrid, employees may work a portion of their time virtually and a portion of their time on-site

100% virtual

Other _____



16b. If your office has a hybrid work environment, how many in-office days are required during a typical week?

4 days

3 days

2 days

1 day

As needed

There are no set number of days expected

Other (please describe) _____

16c. If your CSO has a fully remote or hybrid work environment, which of the following best describes your remote/hybrid work policy?

The policy is a formal, written policy

The policy is informal without formal documentation

Other (please describe): _____

17. What types of student programming options does your CSO offer? (Select all that apply.)

In-person

Virtual

Hybrid

18. Since the 2023 survey, think about how and how much your students engage with/use the resources of your office, by, for example, scheduling a counseling appointment, attending a program, or participating in networking or social events. What methods and/or new initiatives have you found to be effective in motivating students to begin or increase their engagement or interaction with your office? Have you noticed any challenges with student attendance at networking/employer events?



COMMENTS

Please share any significant changes, challenges, or enhancements that have affected the operations or mission of your office since the 2023 survey.

For Review
Purposes Only

THANK YOU!